

EXHIBIT 4(b)

Sound Management, LLC.
(WNDV, WYET, WYXX)
EEOC Audit Response
April 2022 – March 2023

Job Postings and Responses

Position: WNDV PD (and Midday Host) – Dana XXXXX
Hired from: SOURCE 16 – Re-Hire of former Employee
Filled: 2.28.23

Note: WNDV posted the position on February 20, 2023.

We re-hired a former employee 8 days later February 28, 2023.

While the position was filled by a former employee, we did post the position as follows but did not do any other interviews.

Source 3:

Job Boards including RAMP

Dates: February 20, 2023 – February 28, 2023

No interviews were conducted from this source for this opening.

Notes: SOUND posted the PD position on RAMP. The postings got picked up by multiple online sources without SOUND reposting the position.

Text of Posting:

PD & Midday Host

Sound Management is on the hunt for our next Program Director and On-Air Host for Heritage CHR radio station U93. Our stations in South Bend, IN include - Top 40 U93 (WNDV), Classic Rock 97.7 (WYXX), and Throwback 102.3 (WYET) – have the opportunity to win on a field even bigger than The Notre Dame Stadium! We just need the right coach on the sidelines and will help you with the tools you need to compete.

If you have experience building on-air and positioning strategies, working with talent, building out promotions and events, and helping make memorable radio by connecting with fans in the community, we'd love to hear from you. Competitive salary, benefits, a team ready to win, and the tools to take you there are all a part of the package. Please forward resume, aircheck (Top 40 or Hot AC preferred), samples of imaging you've produced or written, and programming philosophy to:

arthur@artisticradio.com

Application deadline is Friday, February 24th. We'll look forward to hearing from you! Sound Management LLC is an EOE.

Source 4:

Outside Web Links

Date: 2.20.23 – 2.28.23

SOUND Posted the position on AllAccess and it got picked up by outside sources.

No interviews were conducted from this source for this opening.

Source 5:

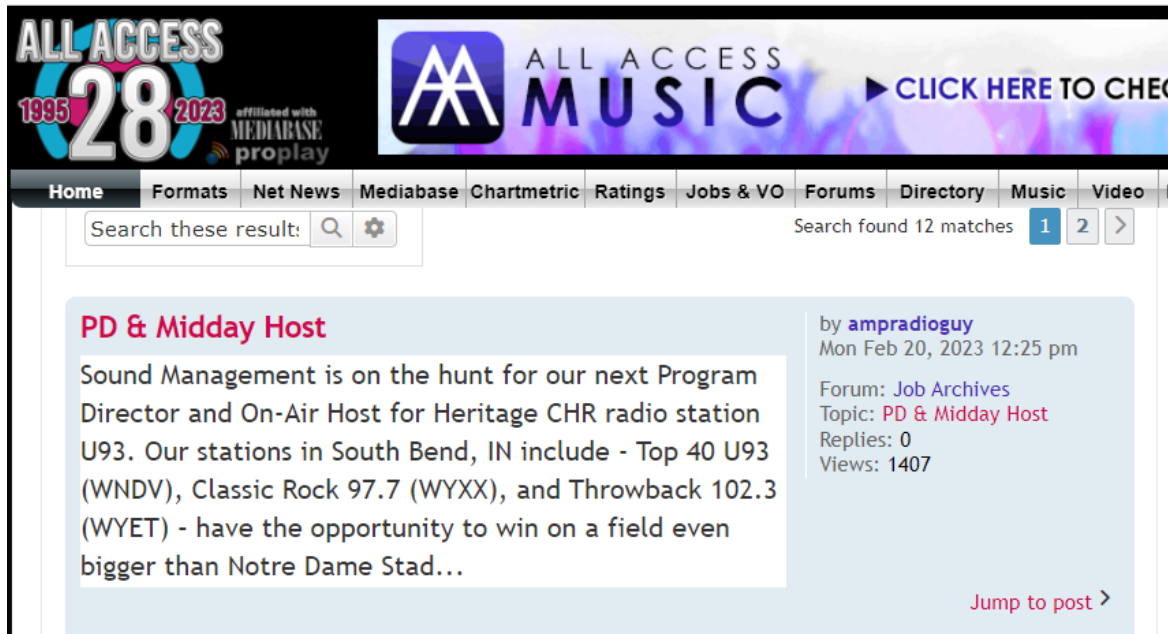
Allaccess.com

Dates: Posted 2.20.23
Position filled 2.28.23 but the posts can still be found on Allaccess.com (as of June 6, 2023)

No interviews were conducted from this source for this opening.

Allaccess.com

2.20.22



The screenshot shows a forum post on All Access Music. The header includes the All Access Music logo and navigation links: Home, Formats, Net News, Mediabase, Chartmetric, Ratings, Jobs & VO, Forums, Directory, Music, Video. A search bar is visible with the text "Search these result:" and "Search found 12 matches". The post title is "PD & Midday Host" by user "ampradioguy" on "Mon Feb 20, 2023 12:25 pm". The post content reads: "Sound Management is on the hunt for our next Program Director and On-Air Host for Heritage CHR radio station U93. Our stations in South Bend, IN include - Top 40 U93 (WNDV), Classic Rock 97.7 (WYXX), and Throwback 102.3 (WYET) - have the opportunity to win on a field even bigger than Notre Dame Stad...". The post has 0 replies and 1407 views. A "Jump to post" link is at the bottom right.

Full copy below:

PD & Midday Host
by ampradloguy > Mon Feb 20, 2023 12:25 pm

Sound Management is on the hunt for our next Program Director and On-Air Host for Heritage CHR radio station U93. Our stations in South Bend, IN include - Top 40 U93 (WNDV), Classic Rock 97.7 (WYXX), and Throwback 102.3 (WYET) - have the opportunity to win on a field even bigger than Notre Dame Stadium! We just need the right coach on the sidelines and will help you with the tools you need to compete.

If you have experience building on-air and positioning strategies, working with talent, building out promotions and events, and helping make memorable radio by connecting with fans in the community, we'd love to hear from you. Competitive salary, benefits, a team ready to win, and the tools to take you there are all a part of the package. Please forward resume, aircheck (Top 40 or Hot AC preferred), samples of imaging you've produced or written, and programming philosophy to:

arthur@artisticradio.com

Application deadline is Friday, March 3, 2023. We'll look forward to hearing from you! Sound Management LLC is an EOE.

Source 6:
Sound Management Websites
www.soundmngt.com

Dates: Continuous Posting
 Updated as needed

No interviews were conducted from this source for this opening.

a. Sound Management

b. WBWB Website
www.wbwb.com

The screenshot displays the WHCC website interface. At the top, there is a navigation bar with 'HOME', 'ON AIR', 'PROGRAMS', 'EVENTS', 'NEWS', 'CONTACTS', 'RF CLUB', and 'CLOSINGS & DELAYS'. Below this is a 'LICKERS LIVE' section. The main content area features a large advertisement for 'SOUND MANAGEMENT' with the text 'Employment Opportunities Bloomington - WBBW, WHCC'. The ad lists various roles such as 'Sales Executives', 'Part or Full Time Engineer', and 'Business Office Personnel'. To the right of the ad is a weather widget showing '76°' and a survey titled 'What are your plans for this summer?'. The survey includes radio button options for 'Spending time with family', 'Lots of golf!', 'Outdoors, outdoors, outdoors!', and 'Travel throughout'. Below the survey is a 'Add a Comment' section with fields for 'Name', 'Email', and 'Comment', and a 'Submit' button. The footer contains a disclaimer: 'If you need help accessing the online public data to a disability, please contact us at 1-800-368-1055' and a copyright notice: '© 2022 WHCC-TV, Sound Management, LLC'.

c. WHCC Website
www.whcc105.com

Listeners Club Login/Registrar

Enter Keyword Here

Go

105.1 HOOSIER COUNTRY LISTEN LIVE 105.1 HOOSIER COUNTRY

Regular Programming 12:00pm - 12:00am Regular Programming Request A Song

Home DJs TradIn Post Programs Sports Racing News Events Podcasts Closings & Delays Contact



EMPLOYMENT OPPORTUNITIES

SOUND MANAGEMENT

Employment Opportunities Bloomington - WBWB, WHCC

105.1 B97

Sales Executives
Part/Full Time Air Talent
Part or Full Time Engineer
Business Office Personnel
On Air Personalities
Contact: Arthur Angotti Arthur@artisticradio.com 765-532-0041 South Bend - WNDV, WYET & WYXX

South Bend - WNDV, WYET & WYXX

u93 92.9 FM THROBACK 102.3 97.7 CLASSIC ROCK

Director Of Sales
Sales Manager
Sales Executives
On Air Personalities
Business Office Personnel
Part or Full Time Engineer
Contact: Pam Mason Pam@u93.com 574-273-9300 ext. 225

Accepting Resumes for ALL Positions!

WEATHER

Bloomington, IN

76°

5:27 PM EDT Mostly Cloudy

HOOSIER COUNTRY POLLS

My favorite part of summer in Bloomington is...

Boating on lake Monroe

Farmer's Market

Cruisin' around Bloomington & Monroe County

Food Truck Fridays

County Fairs

Local Swimming Pools

Add a Comment
(Fields are Optional)

Name:

Email:

Publish my comment

Your email address is never published.

Submit

[View Results](#)

Note: Specific South Bend Station websites will be listed below in sources 8, 10, and 12.

Source 8:

WNDV Station Website

www.u93.com

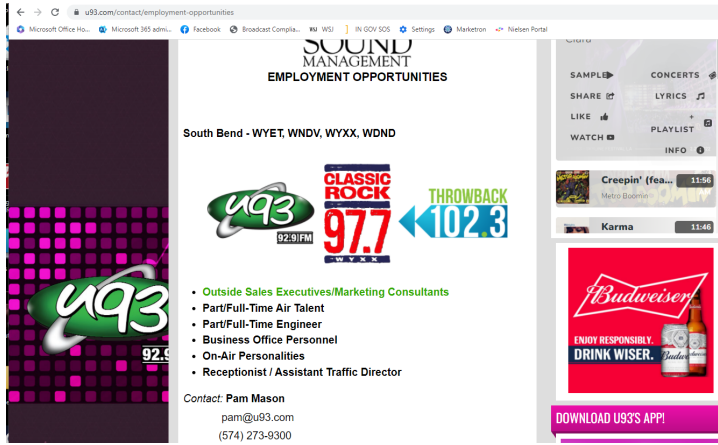
<https://u93.com/contact/employment-opportunities>

Dates:

2.20.23 – 2.28.23

Online continuously, updated as new positions open.

No interviews were conducted from this source for this opening.



Note: Above is the current (May 2023) posting on the WNDV website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting in February of 2023 as the posting is updated as job opportunities change.

Arthur Angotti (Managing Member) certifies that the job postings for each website have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 10:

Rock 977.com Website - WYXX Website

www.977rock.com

<https://977rock.com/contact/employment-opportunities>

Dates: 2.20.23 – 2.28.23
 Online continuously, updated as new positions open.

No interviews were conducted from this source for this opening.



Note: Above is the current (May 2023) posting on the WYXX website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting in February of 2023 as the posting is updated as job opportunities change.

Arthur Angotti (Managing Member) certifies that the job postings for each website have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

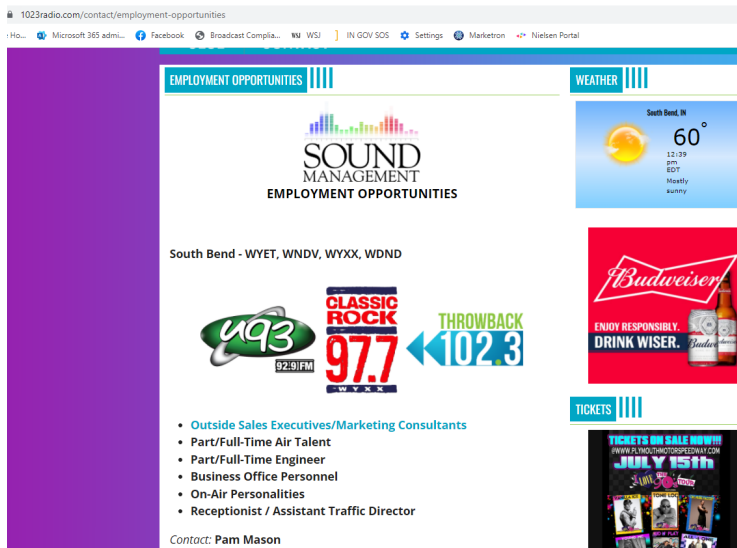
Source 12:

WYET Website

www.1023radio.com

Dates: 2.20.23 – 2.28.23
Online continuously, updated as new positions open.

No interviews were conducted from this source for this opening.



Note: Above is the current (May 2023) posting on the WYET website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting in February of 2023 as the posting is updated as job opportunities change.

Arthur Angotti (Managing Member) certifies that the job postings for each website have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 15:

Walk-in/Referral/other

Dates: N/A

SOUND did not interview anybody for the PD Position from this source.

Source 16:

Re-Hire

Dates: 2.20.23 – 2.28.23

SOUND rehired a former employee for the WNDV PD Position.